System Alignment Taskforce

August 12, 2014

Discussion Topics

* Potential Influence of WIOA on System Alignment

* Discussion of Ideal State for Workforce Development System
  * Three areas of focus:
    1. What should be included in the State's Workforce Development System?
    2. How should state agencies/programs be organized, including state-level governance?
    3. How should regional boundaries be drawn?

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Workforce Innovation and Opportunity Act (WIOA)

* Provides some ideas of federally-funded programs that should be considered a part of the system:
  * "Core Program"
    * WIA Adult, Dislocated Worker, and Youth
    * Wagner-Peyser
    * Adult Education
    * Vocational Rehabilitation
* All States required to submit unified state plan
  * Strategic/Operational Plan for "Core Programs"
  * Provides guidance as to integrating other related plans:
    * Carl Perkins CTE
    * TAA
    * TANF

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Workforce Innovation and Opportunity Act (WIOA)

* State Governance
  * State Workforce Board appointed by the Governor
    * Over 50% business representatives
    * At least 20% worker representatives
    * Remaining members:
      * Governor
      * Core Program Leadership
      * One member of each Chamber
      * Local Elected Official (County and City)
      * Other members at Governor's Discretion

    According to Senate HELP staff, minimum number of state board will be 33

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Workforce Innovation and Opportunity Act (WIOA)

* Local and Regional Workforce Development Areas
    * Regions – geographic areas (that could consist of one or more local areas, including interstate areas) that share the same labor and economic markets

    * Local Areas – geographic areas determined by the governor (with consultation with local elected officials and local workforce boards) that are:
        * Consistent with labor market areas in the State;
        * Consistent with regional economic development areas of the State; and
        * Have available federal and non-federal resources to effectively administer WIA (including appropriate education and training providers)
        * Each Local Area has one workforce development board

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Workforce Innovation and Opportunity Act (WIOA)

* WIOA has flexibility for establishing local workforce development areas:
  * Automatic (two year) designation is only provided to local areas/WIBs that have met all WIA performance measures for PY2013 and PY2014 and have sustained fiscal integrity

* WIOA limits options for federally-funded workforce development governance:
  * Single State Local Area Designation
  * Will not apply to Indiana
    * Was not designated as a single state local area as of July 1, 2013

Looking for the Ideal State

Considerations

* What is definition of "workforce development"?
    * What type of services do "workforce development" programs include?
    * What type of individuals do they/should they provide services to?
    * Is there a difference between "workforce development" and "education"?

* Do "workforce development" programs include the same or similar outcome measurements?
    * What are they/What should they be?

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Looking for the Ideal State

* Workforce Development – "*the <u>education and training programs</u> for participants or those <u>who wish to participate in the workforce</u>, delivered through formal and informal means, that are designed to <u>enhance the skills</u> of <u>people to gain or maintain socio-economic status</u>*"

    * *Dr. Stephen G. Katsinas (1994)*

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What programs are "Workforce Development"?

Which of the following programs fit into the definition of "workforce development"?

* Commission for Higher Education/State Financial Aid Programs:
    * Higher Education Award
    * Freedom of Choice Award
    * 21st Century Scholars
    * Pt. Time Student Grants
    * Nat'l Guard Supplemental Scholarships
    * Tuition and Fees Assistance for Children of Veterans and Public Safety Officers

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What programs are "Workforce Development"?

Which of the following programs fit into the definition of "workforce development"?

* Programs currently integrated at DWD:
    * WIA
    * Wagner-Peyser
    * Trade Act
    * Veterans Employment and Training
    * Adult Education
    * Unemployment Insurance

* Other DWD-funded/overseen programs:
    * Career and Technical Education (post-secondary)
    * Apprenticeship Training

What programs are "Workforce Development"?

Which of the following programs fit into the definition of "workforce development"?

* Department of Education Programs:
    * Career and Technical Education (secondary)
    * K-12

* FSSA Programs:
    * Vocational Rehabilitation
    * TANF (Employment and Training)
    * SNAP (Employment and Training)
    * Senior Employment Program

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Next Steps

* What and why of status quo?

* Data Analysis of Regional and Local Areas
  * What are regional labor markets in Indiana?
  * How do we ensure regions are consistent throughout multiple agencies/organizations?

* National perspectives on Agency Alignment
  * What do national experts say regarding the program construction of state agencies?

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